

# **Balancing Kindness and Competence**

Do you think men are having this conversation?

# Questions

- When does prioritizing kindness over competence (or vice versa) become problematic in a professional setting?
- Can a leader be both highly competent and genuinely kind?
- How do we give constructive criticism while remaining compassionate?
- How can being kind to ourselves improve both our competence and our kindness toward others?
- How do competence and kindness each contribute to building trust in relationships?

# Demonstrating Kindness and Competence

## Kindness

Empathetic

Patient

Generous

Non-Judgemental

Supportive

Gentle

Forgiving

Respectful

Grateful

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## Competence

Confident

Adaptable

Problem solver

Communicator

Decisive

Collaborator

Relationship builder

Integrity

Self Motivator

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**What do we not do well?**

**What is hard for us?**

**Delegate!!**

# **Build a Community of Trust**

Language

Presence

Transparency (when appropriate)

Communication

Follow up

# Prioritizing Kindness over Competence

- Lowered standards
- Avoidance of tough decisions
- Unqualified leadership
- Team resentment



# Prioritizing Competence over Kindness

- Toxic work environment
- Lack of collaboration
- Erosion of trust
- Leadership resistance

# The Balance

- Competence ensures high performance and efficiency
- Kindness fosters collaboration, trust, and motivation
- Combining both creates a culture of trust, empowerment and psychological safety

# **Kindness balanced with Competence**

Of course we can do both!

